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From: Ann Looney <alooney@moses-ma.org>
Sent: Monday, August 15, 2011 3:39 PM
To: Hanchett, James (DPH); Pontes, Rebecca (DPH)
Subject: FW: Retirement/Layoff Incentive
Attachments: 8.3.11.DPH.Incntv.MOU.pdf

Importance: High

FYI

From: Ann Looney [<mailto:alooney@moses-ma.org>]
Sent: Wednesday, August 03, 2011 6:49 PM
To: 'Malone, Cheryl A (HRD)'
Cc: 'Hale, Matthew (HRD)'; 'Dill, Marianne (EHS)'; 'B. Marie Cunningham'; 'Dorant, Joe'; 'Clemmer, Jill (DPH)'; 'Corkren, Edward (DPH)'; 'Salemi, Charles (DPH)'; 'McNally, Challis (HRD)'
Subject: Retirement/Layoff Incentive
Importance: High

Ladies and Gentlemen:

Attached is a signed agreement with the following changes: Under the heading “**Cash Retirement Incentive**” I moved The first sentence of the 2d paragraph to after the last sentence of the 1st paragraph; under the heading “**Voluntary Layoff Incentive**” I inserted the sentence “Those employees who are less than full time, but are at least half time, will receive a pro-rated payment.” Before the last sentence in the first paragraph. This makes the agreement consistent with those we have reached in the past. Let me know if there is a problem.

In addition, the DPH Commissioner’s Broadcast Memo to employees contains the following statement: “Please note that if you apply for the voluntary retirement incentive and are approved, you will not be allowed to revoke your application.” As I indicated in our meeting of March 22, 2011 (with Marianne Dill) and in my email to Matt Hale and Challis McNally of 5/13/11 – **MOSES has never and does not now agree with or to the above referenced statement.** Thank you.

Ann M. Looney
General Counsel
MOSES
90 North Washington Street, Suite 3
Boston, MA
alooney@moses-ma.org
617-367-2727; 1-800-845-1141

“Of all tyrannies, a tyranny exercised for the good of its victims may be the most oppressive. It may be better to live under robber barons than under omnipotent moral busybodies. The robber baron’s cruelty may sometimes sleep, his cupidity may at some point be satiated; but those who torment us for our own good will torment us without end, for they do so with the approval of their consciences.” —C.S. Lewis